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AGREEMENT

Between

**BOARD OF EDUCATION OF THE
NORTH SHORE CENTRAL SCHOOL DISTRICT**

and

NORTH SHORE SCHOOLS FEDERATED EMPLOYEES

July 1, 2004 through June 30, 2008

RECEIVED

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**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

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2. In addition to any informal observations, a probationary teacher shall be formally observed in the classroom at least three (3) times each year prior to April 15th. A formal classroom observation is one where the observer makes a written report of the observation, including recommendations.

3. At the request of either the observer or the teacher, a conference shall take place within fifteen (15) school days after the formal observation. The observer will offer verbal impressions of the observation and the teacher will have an opportunity to discuss and react to those impressions. The observer's notes of the observation shall be made known to the teacher and said notes shall be used as the basis for the conference.

4. A copy of the report shall be given to the teacher and placed in the teacher's personnel file within fifteen (15) school days after the observation is made. Upon his/her examination, the teacher shall be required to affix his/her signature to the observation or evaluation, which shall indicate only that he/she has examined it without any inference to be drawn from his/her signing. The report may refer to the classroom observation, discussions, or any other informal observations since the last formal observation.

5. An annual written evaluation of the teacher's service shall be made by the principal of the teacher's school.

6. The teacher shall have fifteen (15) school days from receipt of the observation and evaluation reports to prepare a written response, which shall also be placed in the file, affixed to the report.

7. In the case of any particular teacher, if the District should not comply with the various fifteen (15) school day requirements set forth in this Section, the remedy shall not on the first such occasion include removal of the observation or evaluation from the file unless the District is more than thirty (30) days late on such occasion.

B. Evaluation of Tenured Teachers

1. All provisions of Section A, except paragraphs 1 and 2, shall also apply to tenured teachers.

2. In addition to any informal observations a tenured teacher shall be formally observed in the classroom at least once each year prior to May 30th. A formal classroom observation is one where the observer makes a written report of the observation, including recommendations.

3. Matters of a disciplinary nature noted by school district personnel and included in an evaluation report which are not referable to an observation of the teacher's performance shall be based upon author-identified writing, copies of which

shall be provided to the teacher within fifteen (15) school days of the events referred to in the writings. Evaluation reports may include results of observations provided that a written report of the observation by the observer was made and provided the District complied with Section A, paragraphs 3-7.

C. Intensive Supervision for Tenured Teachers

1. Phase 1. When a supervisor in the Middle School or High School, or the principal of an Elementary School, has notified a teacher that there is a serious concern with regard to that teacher's performance, and that concern has been expressed in at least one prior observation or evaluation of that teacher, the District may thereafter place that teacher under Phase 1 intensive supervision. The President of the Federation shall be informed when any teacher is to be placed under Phase 1 intensive supervision. Any teacher placed on intensive supervision shall be notified in writing.

2. Phase 2.

(a) If the District determines that a teacher's performance remains inadequate after no less than one school year of Phase 1 intensive supervision (or its equivalent), the District may place the teacher under Phase 2 intensive supervision, subject to the following conditions:

(i) A meeting must occur among the teacher's immediate supervisor, the Assistant Superintendent for Instruction, the teacher, and a Federation representative, if requested by the teacher.

(ii) The meeting must be followed by a written notice to the teacher at least 90 days prior to the commencement of Phase 2 intensive supervision, indicating the District's intention to place him or her under Phase 2 intensive supervision.

(iii) No teacher shall be placed under Phase 2 intensive supervision prior to September 1, 1997.

(b) For any teacher placed under Phase 2 intensive supervision, the District shall provide:

(i) recommendations to assist the teacher in remedying performance problems; and

(ii) the opportunity to meet no less than once per academic quarter with the teacher's immediate supervisor, the Assistant Superintendent for Instruction, and a Federation representative, if requested by the teacher.

(c) During Phase 2 intensive supervision, the teacher shall:

(i) remain at the level of compensation on the step and column of the salary schedule applicable to him or her at the time Phase 2 intensive supervision commenced; and

(ii) have the opportunity to meet no later than thirty days prior to the end of the Phase 2 intensive supervision period with the teacher's immediate supervisor, the Assistant Superintendent for Instruction, and a Federation representative, if requested by the teacher, to discuss the District's determination about whether Phase 2 intensive supervision should continue for another school year (or its equivalent).

(d) At the end of Phase 2 intensive supervision:

(i) a teacher who was not on a top step at the time Phase 2 intensive supervision commenced shall move to the salary schedule step next above the step on which he or she was placed when his or her salary was frozen, on the July 1 next following the cessation of Phase 2 intensive supervision.

(ii) a teacher who was on a top step on the salary schedule shall be entitled to any increase negotiated in the value of that step that takes effect on the July 1 next following the cessation of Phase 2 intensive supervision.

D. Evaluation Form

Any change of the evaluation form shall not be effected until the Federation is notified and consulted on such change.

E. Abolishment of Positions

1. The Board shall not vote to abolish any teaching position (excluding extra-curricular, coaching and other extra-pay assignments) covered by this Agreement without first notifying the Federation. Within thirty (30) days from the notification, the District shall consult with the Federation, if so requested, about the decision. During this consultation, the reason or reasons for the decision will be stated and the Federation shall have the opportunity promptly to study them and respond. Such consultation shall not constitute negotiations pursuant to the Taylor Law. Nothing in this paragraph providing for consultation shall in any way limit the Board's right to abolish the position or positions in question. Further, that right shall not be subject to grievance or arbitration hereunder.

2. A teacher whose services are terminated because of abolishment of position or excess in a position will be entitled to initial consideration in the filling of any vacant position for which the teacher is certified.

ARTICLE III – TEACHER PERSONNEL FILE

A. Each teacher shall have a personnel file located in the Central Office of the District. The file shall contain all written material concerning the teacher's employment, conduct, service, character or personality.

B. Written materials not based on formal classroom observation may be placed in the personnel file after the teacher has been given a copy, but not before the teacher has been given fifteen (15) school days to examine the material. Upon his/her examination, the teacher shall be required to affix his/her signature to the material, which shall indicate only that he/she has examined the material without any inference to be drawn from the fact of his/her signing. At his/her option, at the time of the examination, the teacher may comment in writing concerning the material, which writing shall be affixed to the material. In the event that the teacher does not examine, sign and comment within the said fifteen (15) school days, the material may be placed in the file or folder.

C. Materials received from people other than school district personnel shall be placed in the file within fifteen (15) school days of their receipt and a copy thereof shall be provided to the teacher. No statutory disciplinary action may be taken on the basis of written materials that are not author-identified.

D. A teacher shall be entitled to examine his/her personnel file or folder, in the presence of an administrator, and, with, at the option of the teacher, his/her representative, provided that the teacher has presented his/her request to do so to the Superintendent seven (7) school days prior to the date upon which the examination is to take place.

E. The teacher shall be permitted to copy any material he/she is entitled to examine.

F. Material of a confidential nature used for pre-employment purposes may be placed in the teacher's personnel file or folder without following the procedures of this Article and shall not be available to the teacher for inspection, examination or reproduction.

G. The remedy, should the District not comply with the various fifteen (15) day requirements set forth in this Article, shall not include removal of the written material from the file on the first such occasion with respect to a particular teacher, unless the District is more than thirty (30) days late on such occasion.

H. Any disciplinary action taken against a tenured teacher shall be based on material in the teacher's personnel file. Except as provided in Section C, such material must have been placed in the teacher's personnel file within a reasonable time after the events upon which disciplinary action is taken and subjected to the procedures of this Article. The provisions of this Article shall not be construed to supersede provisions for the dismissal of tenured teachers as provided by the New York State Education Law.

ARTICLE IV – FILLING OF VACANT POSITIONS

A. All vacancies in positions paying a salary differential or positions on the administrative-supervisory level, and all positions which provide for salary in addition to the regular salary schedule, including but not limited to summer school, summer programs and coaching positions, shall be filled as follows:

Except in emergency circumstances, notice of the vacancy, which shall include the qualifications for the position and the salary, shall be posted on the mailroom bulletin board in each building at least seven (7) days prior to the appointment exclusive of vacation periods during the school year. In the event positions for the school year become available during the summer recess, which must be filled prior to seven (7) days after the commencement of school in September, wherever practicable the notices shall be mailed to those teachers who have provided the Central Administration Office with at least two stamped self-addressed envelopes for that purpose.

B. In filling such position, initial consideration shall be given to applicants regularly employed by the District, provided, the qualifications for the position are met. Coaches and teachers engaged in co-curricular activities shall be notified in writing, within two weeks of the completion of the sport or activity as to whether their performance is satisfactory and they will be retained in the activity or sport, or unsatisfactory and are to be dropped for the following season or year, as may be applicable. Coaches and such teachers shall notify the District in writing of acceptance of the assignment within 30 calendar days of notice of continuation.

C. The Board's decision shall be final.

ARTICLE V – TRANSFERS

A. Elementary School Transfers

For the purposes of this Article, transfers at the elementary school level relate solely to building-to-building transfers.

B. Voluntary Transfers

1. Any teacher may submit a written request to his/her building principal for transfer to another work location or assignment. Requests must be filed by March 1. The request for transfer may be submitted even though an opening does not exist at the time of the submission.

2. A file of all transfer requests shall be maintained in the Personnel Office until September 30th of the year in which the request was submitted.

3. An interview will be held between the teacher and the receiving principal and, where necessary or appropriate, the administrator in charge of personnel.

4. The following will be applied in judgments about voluntary reassignments/transfers:

- (a) Instructional requirements of the school
- (b) Staff availability
- (c) Individual qualifications of the teacher applicant
- (d) The convenience and wishes of the teacher applicant

5. Where the factors listed in paragraph 4 above, are substantially equal, preference will be given to the applicant with the greatest number of years of service in the District.

6. Nothing contained in this Agreement shall limit or restrict the District from considering applications from persons not on the staff or appointing such applicants at its discretion after applicable procedures heretofore set forth have been followed.

7. As soon as practicable, but no later than June 1, the District will inform the teacher whether the request has been approved or denied. If the request is denied, the teacher shall have five (5) school days from receipt of the denial to make a written request for a conference with the appropriate administrator and the administrator must schedule the requested conference within five (5) school days after the request is made. At the request of the teacher, the reasons for denial will be given to the teacher in writing.

C. Involuntary Transfers

1. When involuntary transfers are made, a teacher's area of competence, training, major and/or minor field of study, quality of teacher performance and length of service in the District will be considered, together with instructional requirements and staff availability in determining which teacher is to be transferred.

2. Written notice of involuntary transfer or reassignment will be given to teachers as soon as practicable, but not later than June 1, provided, however, that such date shall not apply in the event that enrollment changes or teacher leaves require transfers after that date.

3. Tenured teachers so transferred will be transferred to a position in the appropriate tenure area with tenure.

4. When the need for an involuntary transfer or reassignment is known during the school year, volunteers who have applied in writing from among those

meeting the qualifications of the position will be considered. Final decision remains with the Superintendent.

5. Any involuntary transfer will be made only after affording the teacher involved the opportunity to meet with the Superintendent, at which time the reason for the transfer or the reassignment will be given. The teacher must request the meeting with the Superintendent within five (5) school days after being notified of the intended transfer and the said meeting must be held within five (5) school days after the teacher's request. The teacher will be accompanied by a Federation representative, if requested by the teacher involved.

6. Other vacancies in the school system will be discussed with the teacher. The teacher may request a transfer to another position and that request will be considered. Final decision remains with the Superintendent.

D. Arbitration

No arbitrator shall have the authority to issue an award substituting his/her judgment for that of the District as to whom should be selected pursuant to this Article.

ARTICLE VI – SCHOOL CALENDAR

A. The calendar for each year of this Agreement shall be established after consultation with the Federation and will contain in the 2004-2005 school year no more than 183 teacher work days including one Superintendent's Conference Day at the beginning of the school year and one Superintendent's Conference Day during the school year; in the 2005-2006 school year no more than 184 teacher work days including three (3) Superintendent's Conference Days; in the 2006-2007 school year no more than 185 teacher work days including four (4) Superintendent's Conference Days; and commencing in the 2007-2008 school year no more than 185 teacher work days including four (4) Superintendent's Conference Days. If during any school year the use of snow days brings the District below the minimum number of school days required by applicable law for one group of unit members but not others, the make up day or days shall nonetheless be a work day or work days for all unit members.

In the event that it becomes necessary because of snow day closures to schedule additional instructional time at the elementary level to meet State student instructional attendance requirements, the spring Superintendent's Conference Day shall be a day of instruction at the elementary level and a Superintendent's Conference Day at the secondary level.

B. The termination of the work year and payment of the final salary check is predicated upon satisfactory completion of the end-of-year check-out procedure as previously constituted. Accordingly, there shall not be direct deposit of the final salary check of the year.

C. The termination dates specified in the calendars do not apply to positions that have previously had a longer school year.

D. It is recognized that notwithstanding the calendars above referred to, members of the unit may be needed in the high school on the last Monday in June to perform functions traditionally accomplished on that day. The principal of the high school may select such personnel in the exercise of his/her discretion, but he/she shall endeavor to keep the number so assigned to a minimum, and shall notify the Federation in advance of the teachers who have been selected.

ARTICLE VII – TEACHER WORK DAY

A. Teachers' work day shall not apply to guidance counselors, whose day shall terminate one hour after the student day on Monday through Thursday. On Friday, the guidance counselor's day shall terminate thirty (30) minutes after the student day. By mutual agreement between an individual guidance counselor and the building principal, the additional time above referred to may be alternatively placed at some other time.

B. For the purpose of determining the teacher day, the length of the school student day shall be as follows:

6 hours and 50 minutes at the High School
6 hours and 50 minutes at the Middle School
6 hours and 15 minutes at the Elementary Schools

In the event a building is placed on "double sessions," the Federation shall be notified of any changes in the daily program resulting therefrom. For the duration of this Agreement, i.e., until June 30, 2004, special area teachers shall not be required to teach more than six sessions in one day.

C. The teacher work day shall commence fifteen (15) minutes prior to the regular student day and terminate as follows:

1. Teacher meetings are to be set on Monday of each week but can be scheduled on one day each week except Friday, for faculty, grade level or department meetings, to commence ten minutes after the close of the regular school day. The maximum total time for such meetings in any particular month shall be calculated in hours by adding the number of Mondays in that month, plus one hour, and no such meeting shall exceed two hours in length. However, in addition to the foregoing, the District may, in its discretion, add one additional hour per month for the purpose of training and/or retraining of teachers. In the event the particular meeting is scheduled for a day other than Monday, one week's notice shall be provided. Teachers shall be relieved of student help or other activities if scheduled for the day of the meeting. When such meeting involves teachers of more than one building, the commencement of such meeting shall be no later than 3:10 p.m. and shall terminate one hour after the

commencement. If they have no meeting scheduled, teachers may leave ten (10) minutes after the close of the regular student day.

2. Two (2) thirty (30) minute periods beyond the length of the regular student day shall be set aside by the teacher each week specifically for help to the students of that teacher. The principal may, at his/her discretion, require a teacher to specify, on a weekly basis, which days and locations have been allocated by the teacher for this help. In the event there are no students to help, the teacher may leave prior to the expiration of the said thirty (30) minute period but no earlier than ten (10) minutes after the said period has begun and upon notice to the principal's office of such early leaving. Where a parent-teacher conference cannot be scheduled at another time after school, the conference may be scheduled by the parent and teacher on a day allocated for student help under this provision.

3. One day each week for such period of time as may be needed for parent-teacher conferences scheduled by the teacher, work on curricular committees, and such other professional activities as may be mutually agreed to between the principal and the teacher. If none of these activities occur, the teacher may leave ten (10) minutes after the close of the regular student day.

4. On Fridays, teachers shall be free to leave ten (10) minutes after the close of the regular student day.

D. Sign-out sheets shall be made available no later than ten (10) minutes after the close of the regular student day.

E. The District will not require any teacher to stay beyond the time periods specified in Section C, 1-4. On the other hand, no attempt shall be made to discourage any teacher from voluntarily remaining beyond the periods specified. The commitment shall be adhered to in good faith by both parties.

F. Parent Reporting

1. During the 2004-2005 school year, teachers in grades K-5 shall be provided with no fewer than two (2) days per semester, free from student supervision, for the purpose of parent reporting. Kindergarten conferences may be built into the extended day.

2. Effective beginning in the 2005-2006 school year, teachers in grades K through 5 shall be provided with no fewer than two (2) days during the fall semester and one (1) day during the spring semester free from student supervision for the purpose of parent reporting. Kindergarten conferences may be built into the extended day. When a parent/teacher conference cannot be scheduled at another time before or after school, or during other available times, the conference may be scheduled by the parent and teacher on a day allocated for student help under Section C(2) of this contract. During the spring semester, additional parent/teacher conference time will be scheduled,

beyond the one (1) day allocated for such activities. Parents shall be accommodated within two (2) weeks of the date of the full release day.

G. In the elementary schools, grades K-5, the first day of school for students and another day during the month of September shall be half days for students and a full day for teachers. The last three (3) days of school shall be half days for students but full days for teachers.

H. Librarians and nurses have the same time obligation as set forth above for other members of the Unit except Guidance Counselors.

I. Except in unusual circumstances, shared teachers shall not be assigned duty periods during the school day.

ARTICLE VIII – TEACHER PROGRAMS

A. Elementary School

1. All elementary classroom teachers and special area teachers will have a fifty (50) minute lunch period and a preparation period of at least thirty (30) minutes per day. In addition, special area classes will be scheduled with five (5) minutes between periods. However, because of scheduling exigencies, a special area teacher may be assigned two consecutive periods of the same grade level without a five (5) minute break in between.

2. Subject to Section E below, teachers in the elementary schools, grades 1-5, shall be assigned as much uninterrupted duty free preparation time each day during the student day as scheduling permits, but not less than thirty (30) minutes. Special area teachers may be granted additional uninterrupted duty free preparation time by the Superintendent, but the amount of preparation time per day shall be determined in the sole discretion of the Superintendent, which shall not be subject to the provisions of Article XV. The kindergarten teachers shall be assigned as much uninterrupted duty free preparation time each day during the student day as scheduling permits, but not less than two (2) hours per week.

B. Middle School

A teacher's daily program shall not exceed the following, except with the consent of the teacher:

1 advisory period

5 teaching periods

1 lunch period equal in length to a full teaching period

1 duty period

2 preparation periods, equivalent in length to two (2) full teaching periods.

One of the two (2) preparation periods shall be assigned for team planning where applicable. The second preparation period for teachers teaching in two (2) schools may be satisfied by two segments equaling the time of a preparation period, but in no event shall one of the segments be less than twenty (20) minutes.

C. Senior High School

1. Within the nine period day at the senior high school, teachers shall be assigned to one lunch period, one preparation period, one duty period and one professional period. Each teacher shall teach up to thirty (30) periods of instruction each six day cycle.

2. The professional period* shall provide the opportunity for teachers to engage in a variety of activities that support improved instruction, pedagogy, assessment, collaboration, and educational reform such as:

- Meetings with colleagues within and across disciplines
- Involvement in student presentations
- Help for students during established office hours
- Collaborative planning to integrate the disciplines
- Meetings with parents and administrators
- Other activities that have been mutually agreed upon by the administration and the Federation

Teachers will be given adequate notice of meetings.

Teachers shall make their election of the above activities on a form to be provided by the administration.

*Formerly referred to as the "Plan B" additional period.

3. During the daily duty period, teachers shall be assigned, at the direction of the administration, to certain instructional support services which shall be academic intervention services, tutoring, or enrichment for up to ten (10) continuous weeks per year within their areas of certification. Academic intervention services assignments may include assignment to academic resource room, or "push-in" assistance to pupils and/or teachers, or assignment during a classroom period of up to five (5) students to the teacher for academic intervention services, tutoring, or enrichment. (In the latter cases, the same five students shall be assigned to the teacher during the teacher's ten (10) week assignment). The administration shall consider on a seniority basis the preference of staff to be assigned to academic intervention, tutorial, or enrichment assignments. Further, such assignments shall be in the area of that teacher's

H. The District shall provide the Federation with thirty (30) calendar days' written notice of any proposed variance from the existing elementary, middle school, or high school programs for the purposes of impact bargaining.

ARTICLE IX – CLASS SIZE

A. Elementary Schools

1. It shall be administrative policy to aim for a class size of twenty-five (25), with additional sections formed when the enrollment nears thirty (30), if practicable.
2. When a class size in kindergarten through third grade exceeds twenty-two (22) and in fourth grade through fifth grade exceeds twenty-five (25), additional help may be given to the teacher at the request of the principal at the discretion of the Superintendent and the Board.
3. It shall be administrative policy to aim for smaller class size in blended classes than regular classes except in special circumstances when it is educationally appropriate for a regular class to be smaller than a blended class. In planning blended class size, the administration will aim for the assignment of up to five (5) blended students.
4. Classroom teachers shall be provided the opportunity to discuss the composition of the classes to which they are assigned with respect to concerns arising from the placement of students in the teacher's class. The teacher may request a meeting to discuss the matter. The meeting will include the Superintendent or his/her designee, the teacher, a union representative, the building principal and a guidance counselor, social worker, or school psychologist most familiar with the students assigned to the teacher. The final determination of a resolution of the teacher's concerns will be solely at the discretion of the Superintendent.

B. Secondary Schools

1. It shall be administrative policy to aim for a class size of twenty-five (25), except for "extended" classes in the high school, and "foundations in learning" classes in the middle school, where the policy shall be to aim for a class size of fifteen (15). New sections shall be formed when the enrollment nears thirty (30) and twenty (20) respectively, if practicable.
2. The class size limitations set forth above shall not apply to classes of band, orchestra, chorus, or music, and additional sections of secondary school physical education will be formed when the enrollment nears thirty-five (35), if practicable.
3. The secondary school nurses shall not have a pupil load exceeding 750 pupils.

3. Deduction for each day of unpaid absence shall be 1/200th of the teacher's regular salary.

4. Salaries shall be paid bi-weekly. In the event the salary payment date occurs on or during the school holiday, payment shall be made no later than the last school day prior to the holiday.

5. A new teacher whose regular employment begins prior to February 1, of any school year, will be advanced one step on the appropriate schedule as of July 1, of the following school year; new teachers whose regular employment begins between February 1, and the close of the school year, will be advanced one step on the appropriate schedule as of the July 1st next following completion of a full year's schedule. The term "new teacher" shall mean those employed after February 1, 2005.

B. Overages

Any assignment which requires a teacher to incur an overage shall result in that teacher being compensated, consistent with current practice, which is based on a six day, 30-period cycle; e.g., a teacher teaching 32 periods in a six day cycle for a full school year will be paid an additional 2/30 of their yearly salary. Such compensation shall be prorated depending upon the percentage of a full school year that is being taught. The obligation to provide AIS/Enrichment/Tutorial services pursuant to Article VIII (C3-C4) shall not be deemed an overage.

C. Education Credit

1. For salary schedule advancement on the MA salary schedules, the only credits that may be used are those earned after the receipt of the Master's Degree for graduate level courses and courses leading to a college degree that are subject-connected or approved by the Superintendent or his/her designee, which approval shall not be unreasonably withheld. However, teachers who, as of September 1976, have received a Master's Degree and have credits earned prior to the Master's Degree but not yet credited toward salary advancement on the Master's schedules, shall be allowed to use such credits for salary advancements. Nothing contained in this provision shall result in a withdrawal of salary schedule advancement already effected, or shall require the District to grant salary credit where such credit was precluded under the previous contract.

2. There shall be no limitation of salary credit for in-service courses taken subsequent to July 1, 1974. For in-service credit taken prior to July 1, 1974, salary credit shall be limited to fifteen (15) salary credits and in-service credits in excess of ten (10) must be earned subsequent to July 1, 1970.

3. The courses for which in-service credit will be granted must be subject connected or approved by the Superintendent, which approval shall not unreasonably be withheld, and shall be for courses offered by Regional Curricular Centers (BOCES), the State Education Department, North Shore Schools or an accredited

degree-granting college or university. The teacher shall notify the District in writing before enrolling in any in-service course other than one offered by the District. The District shall use the Nassau BOCES protocol for approval of online courses, which protocol is attached hereto as Appendix 10.

4. Credits shall be determined as follows:

15 class hours per semester = 1 credit
30 class hours per semester = 2 credits
45 class hours per semester = 3 credits

5. Each five (5) hour in-service course shall be equal to one-third (1/3) of a credit, it being understood that credit is only given for completed courses (no fractional credit). In-service courses offered by the District shall be scheduled in blocks of five (5) hours (e.g., 5, 10, 15, 20).

6. After presenting evidence of satisfactory completion of an acceptable in-service course, the teacher shall promptly be furnished with a completion certificate by the District.

7. Curriculum work performed outside of the regular hours of work during the school year and approved in advance by the Superintendent or his designee shall be granted one (1) in-service credit for each fifteen (15) hours of such work or one-third (1/3) credit for each five (5) hours.

D. Salary Differentials

The salary differential for Guidance Counselors and eligible psychologists shall be increased by the percentage increases in the salary schedules. The said differentials shall not be considered as compensation for days worked beyond the teacher work year as hereinabove defined. Psychologists hired after June 30, 1983 shall not receive a salary differential.

E. Summer School Salary

Teachers employed in the summer school shall be compensated as follows:

1. Curriculum Work – 1/200th of their respective salaries on the salary schedule for no more than four (4) weeks or twenty (20) school days for each day worked, to a maximum of \$963 per week effective July 1, 2004 to January 31, 2005, \$992 per week for the 2004-2005 school year effective February 1, 2005, \$1,023 per week for the 2005-2006 school year effective July 1, 2005, \$1,055 per week for the 2006-2007 school year effective July 1, 2006, and \$1,091 per week for the 2007-2008 school year effective July 1, 2007.

04/05 198/32
05/06 203/34
06/07 211/35
07/08 219/34

ARTICLE XII – INSURANCE PROGRAM

A. Health Insurance

1. The group health insurance plan in effect as of June 30, 1983 shall be continued. Effective January 1, 2002 the Board shall pay 85 percent of the premium therefore. For any teacher hired after February 1, 2005, the Board shall pay 80 percent of the health care premium for new teachers for the first five (5) years they are employed by the District. After five (5) years of employment, the District will pay 85 percent of the health care premium.

2. A teacher who retires from teaching under the State Retirement System after at least ten (10) years of employment in the District, shall continue to be covered by the District health insurance program as though he/she were still in the employ of the District except for maternity and obstetrical coverage. Teachers who retired on or before June 30, 2001 shall continue to have the District pay for 90 percent of the applicable premium.

3. The Assistant Superintendent for Business shall provide (1) communications of carrier concerning rate changes in a timely fashion, (2) make available annually a census of all employees covered by health insurance, and (3) the insurance committee shall be present (but not participate) at all rate change negotiations between the carrier and Assistant Superintendent for Business.

B. Life Insurance

The Board shall provide a group life insurance plan in an amount equal to the teacher's salary, the premium of which shall be paid by the Board.

C. Disability Insurance

The long-term disability insurance plan in effect on June 30, 1978 and as modified to provide coverage for physical conditions pre-existing the inception of coverage and disability due to or related to pregnancy, maternity, miscarriage or abortion shall be continued and the monthly limit on benefit payments shall be \$4,500. The Board should pay the premium therefore.

D. Dental Health Insurance

The Board shall contribute \$208,000 on an annual basis to the Benefit Trust Fund. Effective July 1, 2005, the Board shall contribute \$218,000 on an annual basis to the Benefit Trust Fund.

The said sums paid by the Board to the Federation shall be applied by the Federation for the purposes provided by a certain Declaration of Trust dated June 1, 2002, executed by the Board and the Federation, as amended by them.

E. "Flex 125 Plan"

A comprehensive "Flex 125" Plan, based on the parameters to be determined in consultation with the Federation shall be implemented no later than July 1, 2002.

ARTICLE XIII – EVENING MEETINGS

No one covered by the contract shall be required to attend any evening program other than back to school night except for compensation as provided for in Article XI of the contract. Teachers teaching in more than one school shall attend two (2) back to school nights.

ARTICLE XIV – FEDERATION RIGHTS

In order to carry out its responsibilities under its recognition as the exclusive representative of the teachers of the District, the Federation shall have the right to:

A. 1. Hold building Federation meetings in school buildings at times other than the regular pupil day, but not later than fifteen (15) minutes prior to the start of classes or earlier than fifteen (15) minutes after the end of classes. This shall not imply that teachers with scheduled activities (i.e., extra help) shall be released early to attend such meetings.

2. Hold district Federation meetings in school buildings, but not earlier than fifteen (15) minutes after the close of classes in the building where the meeting shall take place. This shall not imply that teachers in buildings with later closing times shall be released early to attend such meetings.

B. Meetings of the Federation held in school buildings must be scheduled through the principal's office to avoid room assignment conflicts.

C. Use bulletin boards for its announcements, the space and location to be determined in consultation with the appropriate building principal.

D. Use teacher mail boxes for distribution of materials.

E. Use duplicating and other office machinery provided that the use does not interfere with the business of the District. The cost of materials used will be borne by the Federation.

F. The Board agrees to meet twice during each year of this contract with a committee, not to exceed seven (7) members, designated by the Federation, which meetings shall be called at the request of the Federation. These meetings shall not be for the purpose of negotiations, but are rather for the mutual benefit of all concerned. It is understood that administrators may be present and participate at these sessions on behalf

of the District. A written agenda shall be submitted by both parties to each other at least one (1) week in advance of the meeting. Discussion shall be limited to agenda topics.

G. The Federation building representative shall be able to meet, upon request, with building principal at a reasonable time to discuss matters relating to terms and conditions of employment of the teachers of the building. The representative may, if he or she chooses, at the discretion of the principal, be accompanied by other teachers.

H. Three members of the Federation who have been designated as delegates to the convention of the state organization with which the Federation is affiliated shall be granted up to three (3) days of release time without loss of salary to attend such convention.

I. The President of the Federation shall be released from one teaching period per day if the office is held by a secondary teacher, and the Federation's chief negotiator shall be released from one teaching period in the Spring Semester in which negotiations are conducted if the office is held by a secondary teacher. If, during the life of this Agreement, one of these two positions is held by an elementary teacher, the parties agree to negotiate whether and/or to what extent released time shall be provided.

ARTICLE XV – GRIEVANCE PROCEDURE

A. This grievance procedure is to provide for a prompt and systematic settlement of employee grievances free from coercion, interference, restraint, discrimination or reprisal. Nothing in this grievance procedure shall preclude an employee from presenting grievances to the Board or its representatives or to have such grievance adjusted without intervention of the Federation, as long as the adjustment is not inconsistent with the terms of the contract and, provided further that, when the grievance involves interpretation and application of the Agreement, the Federation has been given the opportunity to be present at such adjustment.

Nothing contained herein shall be construed to deny to any employee his/her rights under the State Education Law or any applicable State Law or regulation.

B. Definitions

1. The term "employee" as used in this procedure shall mean an individual teacher or group of teachers having the same grievance.

2. Established policies or practices governing or affecting employees are subject to review by this grievance procedure when considered unfair or inequitable by the "employee" defined.

3. The term "grievance" shall mean that in an employee's opinion, there has been a violation, misinterpretation or inequitable application of the existing laws, rules, procedures, regulations, administrative orders, work rules, or the provisions

of this Agreement. The term "grievance" shall also mean that in an employee's opinion, he/she has been treated unfairly or inequitably as determined by established policy or practice governing or affecting employees.

C. Initiation

1. A grievance shall be deemed waived unless raised in writing within thirty (30) school days after the aggrieved party knew or should have known of the act or condition giving rise to the grievance.

2. The grievance shall be filed at the level where the act or condition giving rise to the grievance first occurred. However, if the grievance is based upon an act or omission of the Board concerning a term or provision of this Agreement, then such grievance may be initiated at the Superintendent's level.

3. The grievance shall be filed in writing.

D. Levels

1. Level 1 – Principal's Level

(a) Upon receipt of a grievance, the building principal shall meet promptly with the grievant.

(b) The principal will render a decision promptly.

(c) Steps (a) and (b) above shall be accomplished in not more than five (5) school days from the receipt of the grievance.

(d) If the grievant is dissatisfied with the principal's determination or if no determination is given the grievant within the time mentioned above, the grievant shall have ten (10) school days to appeal in writing to the Superintendent's level. In such event, the grievant shall notify the building principal, in writing, of the appeal.

2. Level 2 – Superintendent's Level

(a) Upon receipt of a grievance either by way of appeal from the principal's level or against the Superintendent, the Superintendent shall hold a hearing within five (5) school days thereafter.

(b) The Superintendent will render a decision in writing not more than ten (10) school days after the conclusion of the hearing.

(c) If the grievant is dissatisfied with the Superintendent's determination or if no determination is given the grievant within the time mentioned

above, the grievant may appeal, in writing, within ten (10) school days to the next level, and the Superintendent shall be informed of the appeal of the grievant, in writing.

3. Level 3 – Board Level

Upon a grievance being appealed from Level 2 to the Board level, the Board shall convene and hear the grievance within thirty (30) days of the filing of the grievance with the Board. The Board's decision shall be rendered in writing within thirty (30) days after the completion of the hearing.

4. Alternate Level 3 – Arbitration Level

Where the grievance is concerned with an interpretation or claimed violation of any of the terms and provisions of this Agreement or if the grievance arose out of an act or omission of the Board concerning a term or provision of this Agreement, the grievant shall have the option, through the Federation, of submitting the grievance to arbitration at Level 3. The arbitrator shall be selected by the parties in accordance with the rules of the American Arbitration Association and the decision of the arbitrator shall be arrived at in accordance with the rules of said Association.

The cost of arbitration expenses and fees shall be borne by the Board and the grievant.

The right to submit disputes hereunder to arbitration is limited to the Federation and the Board. The decision of the arbitrator shall be advisory. Each party will notify the other, in writing within thirty (30) days after the delivery of the arbitration award whether that party accepts the award.

E. Representation

1. The grievant shall have the right to be represented at every stage of the grievance machinery by anyone of his/her choice or to have no representative except that no grievant may be represented by an employee organization other than the Federation.

2. If the Federation is not representing the grievant and the grievance involves the interpretation or application of the contract, the Federation shall have the right to be present at all stages.

F. Time Limits

All time limits included in this Article shall be strictly construed and may only be extended by mutual consent in writing.

ARTICLE XVI – LEAVES OF ABSENCE

A. Rest and Restoration Leave

1. Application for this leave accompanied by appropriate medical evidence must be submitted to the Superintendent by January 15th of the school year preceding the requested leave, if possible.
2. The school physician will review all medical reports submitted and make recommendations to the Board.
3. Leave will be granted with the following payments:

1 year at 50%, or one-half year at 100% salary.

B. Leave of Absence

A leave of absence without compensation is designed to enable qualified staff members to engage in professional and personal activities.

1. Qualifications and Time Limit

A leave of absence may be granted for a period of up to two (2) years with the approval of the Superintendent of Schools and the Board of Education. Staff members may qualify for a leave of absence after serving a minimum of five consecutive years in the North Shore Schools. Extensions beyond a two-year period may also be approved.

The teacher shall file a written notice of intent with the Superintendent of Schools by October 15th if the leave is for the following Spring Semester and by March 1st if the leave is to commence the following July 1st. Such time limits may be waived in the sole discretion of the Superintendent.

A written reply to a request for leave of absence under this provision will be sent to the applicant not later than thirty (30) days after the application is filed. Hardship cases will be considered on an individual basis.

2. Conditions

(a) Upon return from such leave, a teacher shall be placed upon the next consecutive salary step after the one upon which he/she was placed at the time of going on leave. At its discretion, the Board may elect to place the teacher on a higher step upon the recommendation of the Superintendent of Schools.

(b) A teacher on spring leave shall notify the Superintendent by March 1st whether he/she will return to his/her position the following July 1st. A

teacher on fall leave shall notify the Superintendent by October 15th whether he/she will return at the start of the following Spring Semester. Failure to notify the Superintendent shall be deemed an abandonment of the teacher's position.

3. Activities

The following activities are considered as appropriate for a leave of absence:

(a) The alleviation of hardship involving the individual or his/her immediate family.

(b) Full time participation in professional activities.

C. Sick Leave or Personal Illness

1. At the commencement of each year of active, full-time service to the District, each full-time teacher shall be credited with ten sick leave days at full salary for personal sickness or physical disability, which may be accumulated, if not used, to a maximum of 150 days; provided, however, that during the first year of District service, a teacher shall be credited with ten additional sick leave days; and provided, further, that in the fourth year of District service, the ten credited days shall be substituted for the ten additional sick leave days that were credited in the first year of service.

2. In cases of extended illness (one month or more) the Board may, at its discretion, continue to make full salary payments until the teacher becomes eligible for the benefits of the disability insurance as set forth under Article XII (C) of this Agreement. Effective February 10, 2005, employee eligibility for the credit of up to the thirty days sick time shall be limited to employees who have a bona fide disability and consequently are unable to perform the essential functions of their position with or without reasonable accommodations as of the 37th day of continuous absence, and who provide a note from the treating licensed practitioner in the medical area related to the disability, or a physician, which states that their disability makes it impossible for them to perform the essential functions of their job with or without reasonable accommodations.

3. In the event of absence for more than five (5) continuous days, the teacher shall provide a physician's written verification that the absence was required by the illness or injury.

4. Teachers who are disabled by reason of any extended illness shall be provided with the District's health insurance coverage for the first twelve months of such illness. The Board shall pay 90% of the premium therefore.

5. Any physical disability related or incidental to pregnancy shall be governed by the provisions of this Section.

D. Personal Business Leave

1. For absences due to personal business, two (2) days leave without loss of pay shall be allowed annually. No more than 5% of teachers may be absent at one time.

2. The request for personal business leave shall be filed with the principal by the teacher one week in advance of the anticipated absence, except in emergency situations. No reason, other than "personal business" need be given for the absence, except for days taken before or after school holidays.

3. When personal leave is requested within the first or last five days of any semester, it shall be subject to the approval of the Superintendent.

E. Child Care/Adoptive Leave

1. Child-Care Leave

A teacher shall be entitled to a leave of absence for a period of at least one semester but for no longer than two years for the purposes of child-rearing the teacher's child upon the following conditions:

(a) The leave must commence prior to the child attaining the age of one year.

(b) Notice of the leave must be given to the Board at least thirty (30) calendar days prior to the commencement of the leave.

(c) The leave of absence shall be without pay or increment.

(d) A teacher on spring leave shall notify the Superintendent by March 1st whether he/she will return to his/her position the following July. A teacher on fall leave shall notify the Superintendent by October 15th whether he/she will return at the start of the following Spring Semester.

2. Adoptive Leave

A teacher who adopts a child ten years old or younger shall be entitled to child care leave on the same terms and conditions set forth at subsection 1.

F. Emergency Leave

1. Maximum of five (5) days with pay shall be granted for each death in the teacher's immediate family or of the teacher's domestic partner. Extensions for reasonable cause shall be granted with pay at the discretion of the Superintendent. If the

Superintendent feels that reasons do not warrant extensions with pay, he/she may, at his/her discretion, grant such leaves without pay. Requests for extensions shall be in writing either mailed or delivered through facsimile transmission. The Board may require confirmation of the underlying reasons for each such leave.

2. A maximum of five (5) days with pay shall be granted each year for serious illness in the teacher's immediate family or of the teacher's domestic partner. Extensions for reasonable cause may be granted with pay at the discretion of the Superintendent. If the Superintendent feels that reasons do not warrant extensions with pay, he/she may, at his/her discretion, grant such leaves without pay. Requests for extensions shall be in writing either mailed or delivered through facsimile transmission. The Board may require confirmation of the underlying reasons for each such leave.

G. Absences for Conferences and Visitations

Each teacher shall, subject to approval of the Superintendent, be permitted a reasonable number of absences each year without loss of pay to attend professional conferences or make professional visitations.

H. Approved Absences

Absence shall be approved with no loss of pay for the following purposes:

1. Jury duty. Jury service fee received by the teacher shall be reimbursed to the Board.
2. Court appearance or other official proceedings where the teacher is a witness or a party or where the teacher is served with a subpoena or court order to appear.
3. In either of the foregoing instances, the teacher shall notify his/her building principal and present his/her jury notice, subpoena or court order to the building principal as soon as reasonably possible after the receipt thereof and the teacher shall give due notice of the termination of his/her service or appearance to the building principal.

I. Delimitations of the Article

Time shall not accrue for purposes of tenure for probationary teachers while on the following types of leave:

1. Rest and Restoration
2. Leaves of absence without compensation
3. Maternity/Child Care leaves

4. Extended illness (or sick leave in excess of thirty (30) consecutive days)

ARTICLE XVII – BOARD MEETINGS

The Board of Education shall be given the names of those persons other than the Federation President who are authorized to speak at any public meetings convened by the Board in the name of the Federation. If anyone other than those named is to be authorized to speak at a public meeting in the name of the Federation, the Superintendent shall be notified of the name of the person so empowered twenty-four (24) hours prior to the Board meeting by the President of the Federation.

The Board shall furnish to the Federation an agenda of each public Board meeting as soon as possible in advance of said meeting and shall furnish any additions and amendments to the agenda as soon as possible. A copy of the minutes of each meeting, together with any attachments, shall be furnished to the Federation no later than one (1) week after the next public meeting.

ARTICLE XVIII – BOARD POLICY AND RIGHTS

A. The Board shall make every effort to continue prior benefits where feasible.

B. Except as limited by the provisions of this Agreement, the Board, together with the District Superintendent, has in all respects retained its right to manage and control all the affairs of the District, including but not limited to the right to hire, to withhold or grant tenure to probationary teachers, to determine the nature and scope of the budget, to establish and implement educational policies, to develop and apply methods and procedures for the administration of the District, to select the administrative staff to apply such methods and procedures, and in its discretion to adopt and enforce such rules and regulations and policies as it may deem necessary in order to perform all duties and functions entrusted to it under the law.

ARTICLE XIX – MISCELLANEOUS

A. Copies of this Agreement shall be reproduced at the expense of the Board and a copy shall be distributed to each teacher now employed or employed by the Board during the terms of this Agreement.

B. This Agreement cannot be changed, altered or modified, except in writing, signed by both parties, which writing shall be considered as an addendum to this Agreement.

C. There shall be a joint Administration-Federation Committee to study matters related to academic freedom. This committee may report to the Board from time to time and make recommendations. It is recognized that ultimate determinations in this

area rest with the Board in the exercise of its discretion and this section shall not be deemed to preclude the Board from instituting action or otherwise acting independently in this area.

D. Work on curriculum committees and other district-wide committees shall remain voluntary in accordance with past practice. Both parties to this Agreement shall encourage teachers to serve on such committees.

E. The Superintendent may direct any unit member to submit to a medical examination in order to determine his/her physical or mental capacity to perform his/her duties if a question as to the validity of the test results would be created by a delay of more than twenty-four (24) hours between the time of the directive and the time the test(s) are given.

ARTICLE XX – ILLEGALITY

In the event any part, provision or term of this Agreement shall be determined or found to be contrary to law, then such provision shall not be applicable nor shall the term thereof be performed or enforced except to the extent permitted by law. However, all other terms and provisions of this Agreement shall continue in force and effect.

ARTICLE XXI – DURATION AND TERMS OF AGREEMENT

A. This Agreement shall be effective July 1, 2004 through June 30, 2008.

B. On or before January 15, 2008, either party, upon written notification to the other, may require negotiations for a succeeding agreement. After notice is served pursuant to paragraph 2 of this Article, the Federation shall specify all its proposals (both budgetary and non-budgetary items) in writing and shall supply them to the Board on or before February 15, 2008. The Board shall specify all its proposals (both budgetary and non-budgetary items) on or before February 15, 2008.

C. The Federation's right to representation shall be governed by Article I and shall not be affected by this Article.

D. IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OR LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

E. It is understood that where there may be a difference between this contract and the Board of Education by-laws and administrative rules and procedures of the District, the terms of this Agreement shall supersede such by-laws and administrative rules and procedures. The Federation shall be notified of any and all changes in such by-laws and administrative rules and procedures.


IN WITNESS WHEREOF, this Agreement has been duly executed by the parties.

BOARD OF EDUCATION
North Shore Central
School District

By: 
Thomas Murphy

Date: 3-11-05

NORTH SHORE SCHOOLS
FEDERATED EMPLOYEES

By: 
Jay Emmer

Date: 3-10-05

NORTH SHORE SCHOOLS CALENDAR 2005-2006

July

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August

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14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September

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25	26	27	28	29	30	

October

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16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November

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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December

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				1	2	3
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11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

January

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29	30	31				

February

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26	27	28				

March

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April

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23	24	25	26	27	28	29
30						

May

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21	22	23	24	25	26	27
28	29	30	31			

June

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11	12	13	14	15	16	17
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25	26	27	28	29	30	

September 1 & 2 Superintendent's Conference Days

September 5 Labor Day

September 6 First Day of Classes

October 4-5 Rosh Hashanah

October 10 Columbus Day

October 13 Yom Kippur

November 11 Veteran's Day

November 24-25 Thanksgiving

December 26-30

January 16

February 20-24

March 17

April 13-21

May 26 & 29

June 23

Christmas Recess

Martin Luther Kind Day

Winter Recess

Superintendent's Conference Day

Easter/Passover Recess

Memorial Day

Last Day of School

181 Student Days, 184 Teacher Days. This calendar has one snow day built in. If a second snow day is necessary, classes will be held on May 26. If a third snow day is necessary, it will be held on April 21. If a fourth snow day is necessary it will be held on April 20.

1989 Memorandum of Agreement made this 31st day of August by and between the NORTH SHORE CENTRAL SCHOOL DISTRICT and the NORTH SHORE SCHOOLS FEDERATED EMPLOYEES.

The High School duty period has been a supervisory duty. Teachers have been assigned to "Ramp" duty or cafeteria duty. The District has made the following proposal to alter this duty period as specified below:

Each teacher shall indicate a preference between a supervisory duty or a professional duty on or before September 7, of each school year for the following school year. A teacher who prefers a supervisory duty will be assigned such duty. However, a teacher who expresses a preference for a professional duty may be assigned a supervisory duty. The supervisory duty will remain the same (ramp duty or cafeteria duty). The professional duty option would be voluntary and would be one of the following:

a) Study Center: Periods to which teachers are assigned to be in charge shall be teaching periods and part of their teaching assignment. Such teachers shall be responsible for keeping attendance and other records, formulating objectives and goals for the Center, etc. Teachers who are assigned to the Center as their professional duty period shall work with students who have been assigned to the Center and need help to improve their general study skills, etc., under the direction of the teacher in charge.

b) Recreation Supervisor: To aid the physical education teachers in charge to supervise the lunch period recreational program. An example might include supervision of the weight lifting room if it were to be open for student use during these periods.

c) Other: As mutually agreed to by the Federation and the Principal, subject to the approval of the Assistant Superintendent for Instruction.

All teachers shall be entitled to state a preference for the particular type of professional duty. For the teachers who have opted for a professional duty, every effort will be made to assign this professional duty in accordance with each teacher's stated preference. If more teachers volunteer for a professional duty than is necessary, assignments will be made consistent with the needs of the District as determined by the District.

For 1989-90 if there is a need to cover additional supervisory duty stations, a teacher will be relieved of his/her assigned professional duty and reassigned to a supervisory duty. This is without prejudice to the position of the District that it is entitled to cover these assignments in the manner provided by collective bargaining contract. In June of 1990 this agreement will be reviewed by both parties and a decision to continue, modify, or discontinue will be mutually agreed upon.

NORTH SHORE CENTRAL
SCHOOL DISTRICT

by Michael W. Wain

NORTH SHORE SCHOOLS
FEDERATED EMPLOYEES

by Marilyn J. Gar

APPENDIX 3-A

NORTH SHORE CSD

TEACHER'S SALARY SCHEDULE 2004-2005*

STEP	BA	BA15	BA30	MA	BA60	MA15	MA30	MA45	MA60	PHD/EDD
1	45,552	47,543	50,947	52,912	54,876	54,876	56,831	58,790	60,757	63,555
2	48,758	50,722	53,081	55,165	57,129	57,129	59,086	61,050	63,010	65,810
3	50,584	52,538	55,306	57,549	59,501	59,501	61,475	63,432	65,400	68,193
4	52,393	54,363	57,555	59,916	61,890	61,890	63,849	65,810	67,773	70,573
5	54,213	56,177	59,795	62,315	64,267	64,267	66,229	68,193	70,147	72,946
6	56,611	58,583	62,650	65,324	67,302	67,302	69,275	71,246	73,230	76,047
7	58,584	60,548	65,049	67,864	69,841	69,841	71,815	73,792	75,765	78,591
8	60,548	62,533	67,458	70,407	72,382	72,382	74,359	76,324	78,314	81,132
9	62,533	64,513	69,844	72,943	74,928	74,928	76,898	78,869	80,850	83,671
10	64,513	66,487	72,252	75,486	77,463	77,463	79,429	81,418	83,388	86,221
11	67,000	68,989	75,208	78,739	80,727	80,727	82,721	84,699	86,695	89,527
12	69,124	71,114	77,763	81,588	83,580	83,580	85,558	87,547	89,527	92,368
13	71,262	73,252	80,316	84,419	86,417	86,417	88,389	90,378	92,368	95,203
14	73,390	75,370	82,881	87,257	89,254	89,254	91,225	93,216	95,203	98,049
15	77,865	79,916	88,086	92,903	94,952	94,952	97,003	99,052	101,101	104,030
16	77,865	79,916	88,086	92,903	94,952	94,952	97,003	99,052	101,101	104,030
17	77,865	79,916	88,086	92,903	94,952	94,952	97,003	99,052	101,101	104,030
18	77,865	79,916	88,086	92,903	94,952	94,952	97,003	99,052	101,101	104,030
19	77,865	79,916	88,086	92,903	94,952	94,952	97,003	99,052	101,101	104,030
20	80,178	82,229	90,397	95,213	97,265	97,265	99,315	101,362	103,415	106,339
21	80,178	82,229	90,397	95,213	97,265	97,265	99,315	101,362	103,415	106,339
22	80,178	82,229	90,397	95,213	97,265	97,265	99,315	101,362	103,415	106,339
23	80,178	82,229	90,397	95,213	97,265	97,265	99,315	101,362	103,415	106,339
24	80,178	82,229	90,397	95,213	97,265	97,265	99,315	101,362	103,415	106,339
25	82,490	84,544	92,714	97,528	99,576	99,576	101,628	103,670	105,726	108,653
26	82,490	84,544	92,714	97,528	99,576	99,576	101,628	103,670	105,726	108,653
27	82,490	84,544	92,714	97,528	99,576	99,576	101,628	103,670	105,726	108,653
28	82,490	84,544	92,714	97,528	99,576	99,576	101,628	103,670	105,726	108,653
29	82,490	84,544	92,714	97,528	99,576	99,576	101,628	103,670	105,726	108,653
30	84,804	86,852	95,025	99,840	101,894	101,894	103,936	105,987	108,040	110,967

*Represents a 3.00% increase from 2003-2004 (effective February 1, 2005).

APPENDIX 3-B

NORTH SHORE CSD

TEACHER'S SALARY SCHEDULE 2005-2006*

STEP	BA	BA15	BA30	MA	BA60	MA15	MA30	MA45	MA60	PHD/EDD
1	46,987	49,041	52,552	54,579	56,605	56,605	58,621	60,642	62,671	65,557
2	50,294	52,320	54,753	56,903	58,929	58,929	60,947	62,973	64,995	67,883
3	52,177	54,193	57,048	59,362	61,375	61,375	63,411	65,430	67,460	70,341
4	54,043	56,075	59,368	61,803	63,840	63,840	65,860	67,883	69,908	72,796
5	55,921	57,947	61,679	64,278	66,291	66,291	68,315	70,341	72,357	75,244
6	58,394	60,428	64,623	67,382	69,422	69,422	71,457	73,490	75,537	78,442
7	60,429	62,455	67,098	70,002	72,041	72,041	74,077	76,116	78,152	81,067
8	62,455	64,503	69,583	72,625	74,662	74,662	76,701	78,728	80,781	83,688
9	64,503	66,545	72,044	75,241	77,288	77,288	79,320	81,353	83,397	86,307
10	66,545	68,581	74,528	77,864	79,903	79,903	81,931	83,983	86,015	88,937
11	69,111	71,162	77,577	81,219	83,270	83,270	85,327	87,367	89,426	92,347
12	71,301	73,354	80,213	84,158	86,213	86,213	88,253	90,305	92,347	95,278
13	73,507	75,559	82,846	87,078	89,139	89,139	91,173	93,225	95,278	98,202
14	75,702	77,744	85,492	90,006	92,066	92,066	94,099	96,152	98,202	101,137
15	80,318	82,433	90,861	95,829	97,943	97,943	100,059	102,172	104,286	107,307
16	80,318	82,433	90,861	95,829	97,943	97,943	100,059	102,172	104,286	107,307
17	80,318	82,433	90,861	95,829	97,943	97,943	100,059	102,172	104,286	107,307
18	80,318	82,433	90,861	95,829	97,943	97,943	100,059	102,172	104,286	107,307
19	80,318	82,433	90,861	95,829	97,943	97,943	100,059	102,172	104,286	107,307
20	82,704	84,819	93,245	98,212	100,329	100,329	102,443	104,555	106,673	109,689
21	82,704	84,819	93,245	98,212	100,329	100,329	102,443	104,555	106,673	109,689
22	82,704	84,819	93,245	98,212	100,329	100,329	102,443	104,555	106,673	109,689
23	82,704	84,819	93,245	98,212	100,329	100,329	102,443	104,555	106,673	109,689
24	82,704	84,819	93,245	98,212	100,329	100,329	102,443	104,555	106,673	109,689
25	85,088	87,207	95,634	100,600	102,713	102,713	104,829	106,936	109,056	112,076
26	85,088	87,207	95,634	100,600	102,713	102,713	104,829	106,936	109,056	112,076
27	85,088	87,207	95,634	100,600	102,713	102,713	104,829	106,936	109,056	112,076
28	85,088	87,207	95,634	100,600	102,713	102,713	104,829	106,936	109,056	112,076
29	85,088	87,207	95,634	100,600	102,713	102,713	104,829	106,936	109,056	112,076
30	87,475	89,588	98,018	102,985	105,104	105,104	107,210	109,326	111,443	114,462

*Represents a 3.15% increase from 2004-2005 (effective July 1, 2005).

APPENDIX 3-C

NORTH SHORE CSD

TEACHER'S SALARY SCHEDULE 2006-2007*

STEP	BA	BA15	BA30	MA	BA60	MA15	MA30	MA45	MA60	PHD/EDD
1	48,467	50,586	54,207	56,298	58,388	58,388	60,468	62,552	64,645	67,622
2	51,878	53,968	56,478	58,695	60,785	60,785	62,867	64,957	67,042	70,021
3	53,821	55,900	58,845	61,232	63,308	63,308	65,408	67,491	69,585	72,557
4	55,745	57,841	61,238	63,750	65,851	65,851	67,935	70,021	72,110	75,089
5	57,683	59,772	63,622	66,303	68,379	68,379	70,467	72,557	74,636	77,614
6	60,233	62,331	66,659	69,505	71,609	71,609	73,708	75,805	77,916	80,913
7	62,333	64,422	69,212	72,207	74,310	74,310	76,410	78,514	80,614	83,621
8	64,422	66,535	71,775	74,913	77,014	77,014	79,117	81,208	83,326	86,324
9	66,535	68,641	74,313	77,611	79,723	79,723	81,819	83,916	86,024	89,026
10	68,641	70,741	76,876	80,317	82,420	82,420	84,512	86,628	88,724	91,739
11	71,288	73,404	80,021	83,777	85,893	85,893	88,015	90,119	92,243	95,256
12	73,547	75,665	82,740	86,809	88,929	88,929	91,033	93,150	95,256	98,279
13	75,822	77,939	85,456	89,821	91,947	91,947	94,045	96,162	98,279	101,295
14	78,087	80,193	88,185	92,841	94,966	94,966	97,063	99,181	101,295	104,323
15	82,848	85,030	93,723	98,848	101,028	101,028	103,211	105,390	107,571	110,687
16	82,848	85,030	93,723	98,848	101,028	101,028	103,211	105,390	107,571	110,687
17	82,848	85,030	93,723	98,848	101,028	101,028	103,211	105,390	107,571	110,687
18	82,848	85,030	93,723	98,848	101,028	101,028	103,211	105,390	107,571	110,687
19	82,848	85,030	93,723	98,848	101,028	101,028	103,211	105,390	107,571	110,687
20	85,309	87,491	96,182	101,306	103,489	103,489	105,670	107,848	110,033	113,144
21	85,309	87,491	96,182	101,306	103,489	103,489	105,670	107,848	110,033	113,144
22	85,309	87,491	96,182	101,306	103,489	103,489	105,670	107,848	110,033	113,144
23	85,309	87,491	96,182	101,306	103,489	103,489	105,670	107,848	110,033	113,144
24	85,309	87,491	96,182	101,306	103,489	103,489	105,670	107,848	110,033	113,144
25	87,768	89,954	98,646	103,769	105,948	105,948	108,131	110,304	112,491	115,606
26	87,768	89,954	98,646	103,769	105,948	105,948	108,131	110,304	112,491	115,606
27	87,768	89,954	98,646	103,769	105,948	105,948	108,131	110,304	112,491	115,606
28	87,768	89,954	98,646	103,769	105,948	105,948	108,131	110,304	112,491	115,606
29	87,768	89,954	98,646	103,769	105,948	105,948	108,131	110,304	112,491	115,606
30	90,230	92,410	101,106	106,229	108,415	108,415	110,587	112,770	114,953	118,068

*Represents a 3.15% increase from 2005-2006 (effective July 1, 2006).

APPENDIX 3-D

NORTH SHORE CSD

TEACHER'S SALARY SCHEDULE 2007-2008*

STEP	BA	BA15	BA30	MA	BA60	MA15	MA30	MA45	MA60	PHD/EDD
1	50,115	52,306	56,050	58,212	60,373	60,373	62,524	64,679	66,843	69,921
2	53,642	55,803	58,398	60,691	62,852	62,852	65,004	67,166	69,321	72,402
3	55,651	57,801	60,846	63,314	65,460	65,460	67,632	69,786	71,951	75,024
4	57,640	59,808	63,320	65,918	68,090	68,090	70,245	72,402	74,562	77,642
5	59,644	61,804	65,785	68,557	70,704	70,704	72,863	75,024	77,174	80,253
6	62,281	64,450	68,925	71,868	74,044	74,044	76,214	78,382	80,565	83,664
7	64,452	66,612	71,565	74,662	76,837	76,837	79,008	81,183	83,355	86,464
8	66,612	68,797	74,215	77,460	79,632	79,632	81,807	83,969	86,159	89,259
9	68,797	70,975	76,840	80,250	82,434	82,434	84,601	86,769	88,949	92,053
10	70,975	73,146	79,490	83,048	85,222	85,222	87,385	89,573	91,741	94,858
11	73,712	75,900	82,742	86,625	88,813	88,813	91,008	93,183	95,379	98,495
12	76,048	78,238	85,553	89,761	91,953	91,953	94,128	96,317	98,495	101,620
13	78,400	80,589	88,362	92,875	95,073	95,073	97,243	99,432	101,620	104,739
14	80,742	82,920	91,183	95,998	98,195	98,195	100,363	102,553	104,739	107,870
15	85,665	87,921	96,910	102,209	104,463	104,463	106,720	108,973	111,228	114,450
16	85,665	87,921	96,910	102,209	104,463	104,463	106,720	108,973	111,228	114,450
17	85,665	87,921	96,910	102,209	104,463	104,463	106,720	108,973	111,228	114,450
18	85,665	87,921	96,910	102,209	104,463	104,463	106,720	108,973	111,228	114,450
19	85,665	87,921	96,910	102,209	104,463	104,463	106,720	108,973	111,228	114,450
20	88,210	90,466	99,452	104,750	107,008	107,008	109,263	111,515	113,774	116,991
21	88,210	90,466	99,452	104,750	107,008	107,008	109,263	111,515	113,774	116,991
22	88,210	90,466	99,452	104,750	107,008	107,008	109,263	111,515	113,774	116,991
23	88,210	90,466	99,452	104,750	107,008	107,008	109,263	111,515	113,774	116,991
24	88,210	90,466	99,452	104,750	107,008	107,008	109,263	111,515	113,774	116,991
25	90,752	93,012	102,000	107,297	109,550	109,550	111,807	114,054	116,316	119,537
26	90,752	93,012	102,000	107,297	109,550	109,550	111,807	114,054	116,316	119,537
27	90,752	93,012	102,000	107,297	109,550	109,550	111,807	114,054	116,316	119,537
28	90,752	93,012	102,000	107,297	109,550	109,550	111,807	114,054	116,316	119,537
29	90,752	93,012	102,000	107,297	109,550	109,550	111,807	114,054	116,316	119,537
30	93,298	95,552	104,544	109,841	112,101	112,101	114,347	116,604	118,861	122,082

*Represents a 3.40% increase from 2006-2007 (effective July 1, 2007).

APPENDIX 4

NORTH SHORE CSD

COACHES SALARY SCHEDULE

SPORT GROUP		STEP I				STEP II			
		(1-3 YEARS)				(4+ YEARS)			
		2004-05	2005-06	2006-07	2007-08	2004-05	2005-06	2006-07	2007-08
		(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)
I	FOOTBALL								
	Varsity	7,853	8,100	8,355	8,639	8,632	8,904	9,185	9,497
	(2) Varsity Asst.	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599
	(2) Jr. Varsity	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599
	Middle School	3,664	3,779	3,898	4,031	4,031	4,158	4,289	4,435
II	BASKETBALL, B & G								
	Varsity	6,803	7,017	7,238	7,485	7,484	7,720	7,963	8,234
	Varsity Asst.	5,230	5,395	5,565	5,754	5,757	5,938	6,125	6,333
	Jr. Varsity	5,230	5,395	5,565	5,754	5,757	5,938	6,125	6,333
	Middle School 8th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
	Middle School 7th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
	WRESTLING								
	Varsity	6,803	7,017	7,238	7,485	7,484	7,720	7,963	8,234
	Jr. Varsity	5,230	5,395	5,565	5,754	5,757	5,938	6,125	6,333
	Middle School	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
III	BASEBALL								
	Varsity	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599
	Varsity Asst.	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016
	Jr. Varsity	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016
	9th Grade	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
	Middle School	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800

NORTH SHORE CSD

COACHES SALARY SCHEDULE

		SPORT GROUP								
		STEP I				STEP II				
		(1-3 YEARS)				(4+ YEARS)				
		2004-05	2005-06	2006-07	2007-08	2004-05	2005-06	2006-07	2007-08	
		(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)	
		LACROSSE, B & G								
		VARSITY	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599
		VARSITY ASST.	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016
		JR. VARSITY	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016
		MIDDLE SCHOOL BOYS (1)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
		MIDDLE SCHOOL GIRLS (1)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
		SOFTBALL								
VARSITY	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599		
VARSITY ASST.	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016		
JR. VARSITY	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016		
MIDDLE SCHOOL (1)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800		
MIDDLE SCHOOL GIRLS (1)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800		
TRACK, B & G (SPRING)										
VARSITY	6,281	6,479	6,683	6,910	6,907	7,125	7,349	7,599		
VARSITY ASST.	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016		
JR. VARSITY	4,969	5,125	5,287	5,466	5,468	5,641	5,818	6,016		
MIDDLE SCHOOL BOYS (1)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800		
MIDDLE SCHOOL (2)	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800		
IV	FIELD HOCKEY									
	VARSITY	5,493	5,666	5,844	6,043	6,044	6,234	6,431		
	JR. VARSITY	3,923	4,047	4,174	4,316	4,319	4,455	4,595		

APPENDIX 4

NORTH SHORE CSD

COACHES SALARY SCHEDULE

	STEP I				STEP II			
	(1-3 YEARS)				(4+ YEARS)			
	2004-05	2005-06	2006-07	2007-08	2004-05	2005-06	2006-07	2007-08
	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)
SPORT GROUP								
MIDDLE SCHOOL 8TH	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
MIDDLE SCHOOL 7TH	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
MIDDLE SCHOOL THIRD TEAM	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
GYMNASTICS								
Varsity	5,493	5,666	5,844	6,043	6,044	6,234	6,431	6,649
Jr. Varsity	3,923	4,047	4,174	4,316	4,319	4,455	4,595	4,751
Middle School	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
SOCCER, B & G								
Varsity	5,493	5,666	5,844	6,043	6,044	6,234	6,431	6,649
Varsity Asst.	3,923	4,047	4,174	4,316	4,319	4,455	4,595	4,751
Jr. Varsity	3,923	4,047	4,174	4,316	4,319	4,455	4,595	4,751
Middle School 8th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
Middle School 7th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
WINTER TRACK, B & G								
Varsity	5,493	5,666	5,844	6,043	6,044	6,234	6,431	6,649
Varsity Asst.	3,923	4,047	4,174	4,316	4,319	4,455	4,595	4,751
V VOLLEYBALL								
Middle School 8th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
Middle School 7th	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
VOLLEYBALL								
Varsity	5,172	5,335	5,503	5,690	5,686	5,865	6,049	6,255
Jr. Varsity	4,021	4,148	4,278	4,424	4,424	4,563	4,707	4,867

APPENDIX 4

NORTH SHORE CSD

COACHES SALARY SCHEDULE

SPORT GROUP	STEP I				STEP II			
	(1-3 YEARS)				(4+ YEARS)			
	2004-05	2005-06	2006-07	2007-08	2004-05	2005-06	2006-07	2007-08
	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)	(Effective 7/1/04 to 6/30/05)	(Effective 7/1/05 to 6/30/06)	(Effective 7/1/06 to 6/30/07)	(Effective 7/1/07 to 6/30/08)
CROSS COUNTRY, B & G								
VARSITY	4,449	4,589	4,733	4,894	4,891	5,046	5,204	5,381
MIDDLE SCHOOL	3,139	3,238	3,340	3,454	3,454	3,562	3,675	3,800
TENNIS, B & G								
VARSITY	4,306	4,442	4,582	4,738	4,741	4,890	5,044	5,216
JR. VARSITY	3,058	3,154	3,254	3,364	3,367	3,473	3,583	3,704
VI BOWLING, B & G								
VARSITY	3,445	3,554	3,666	3,790	3,789	3,909	4,032	4,169
Middle School Bowl		1882.84						
GOLF, B & G								
VARSITY	3,445	3,554	3,666	3,790	3,789	3,909	4,032	4,169
VII CHEERLEADING								
MIDDLE SCHOOL (per season)	1,307	1,348	1,391	1,438	1,440	1,485	1,532	1,584
CHEERLEADING								
VARSITY (per season)	2,583	2,665	2,749	2,842	2,841	2,930	3,023	3,125
VIII ATHLETIC DIRECTOR								
HIGH SCHOOL (FULL YEAR)	8,184	8,442	8,708	9,004	9,094	9,380	9,676	10,005
MIDDLE SCHOOL (FULL YEAR)	6,541	6,747	6,959	7,196	7,197	7,423	7,657	7,917

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
SENIOR HIGH SCHOOL										
Class Sponsors										
Senior Class	3,886	4,003	4,129	4,259	4,404	4,042	4,163	4,294	4,430	4,580
Junior Class	3,571	3,678	3,794	3,914	4,047	3,715	3,826	3,947	4,071	4,210
Sophomore Class	3,072	3,164	3,264	3,367	3,481	3,195	3,291	3,395	3,501	3,620
Freshman Class	1,881	1,937	1,998	2,061	2,131	1,955	2,014	2,077	2,143	2,215
Clubs - Level 3										
AIDS Peer Educator	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
A.F.S.	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Debate Team	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Youth D.E.C.I.D.E.	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Key	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Mathletes	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Mock Trial	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Model Congress	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Peer Leaders	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
S.A.D.D.	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695
Technology	1,437	1,480	1,527	1,575	1,628	1,496	1,541	1,589	1,639	1,695

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
Clubs - Level 2										
Amnesty International	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Art	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Brainstormers	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Cultural Awareness	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
DECA	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Electronics	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Environmental	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
F.H.A.	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
GSA	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Floor Hockey	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Dance Club										
Speech and Debate Club	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Human Dev/Gender Issues	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Mu Alpha Theta	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Photography	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Tri-M Club	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Varsity	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
Clubs - Level 1										
Chess	590	608	627	647	669	631	650	670	692	715
F.L. Honor Society	590	608	627	647	669	631	650	670	692	715
Film Club	590	608	627	647	669	631	650	670	692	715
French	590	608	627	647	669	631	650	670	692	715
Italian	590	608	627	647	669	631	650	670	692	715
Latin	590	608	627	647	669	631	650	670	692	715
Literature Club	590	608	627	647	669	631	650	670	692	715
National Science Bowl	590	608	627	647	669	631	650	670	692	715
Philosophy	590	608	627	647	669	631	650	670	692	715
Ski	590	608	627	647	669	631	650	670	692	715
Spanish	590	608	627	647	669	631	650	670	692	715
Woodworking	590	608	627	647	669	631	650	670	692	715
Yoga Club	590	608	627	647	669	631	650	670	692	715
DRAMATICS (per show)										
Director, Play, Musical (2)	4,845	4,990	5,148	5,310	5,490	5,038	5,189	5,353	5,521	5,709
Accompanist/Music Director	4,845	4,990	5,148	5,310	5,490	5,038	5,189	5,353	5,521	5,709
Light & Sound Advisor	3,332	3,432	3,540	3,652	3,776	3,464	3,568	3,680	3,796	3,925
Senior Play	3,332	3,432	3,540	3,652	3,776	3,464	3,568	3,680	3,796	3,925
Choreographer/Assistant Dir.	2,951	3,040	3,135	3,234	3,344	3,071	3,163	3,263	3,366	3,480
Tech. or Assistant Director	1,892	1,949	2,010	2,073	2,144	1,969	2,028	2,092	2,158	2,231
Orchestra/Pit Coordinator	1,516	1,561	1,611	1,661	1,718	1,574	1,621	1,672	1,725	1,784

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
ORGANIZATIONS										
Auditor, Sr. H.S.	1,065	1,097	1,132	1,167	1,207	1,107	1,140	1,176	1,213	1,254
National Honor Society	1,817	1,872	1,930	1,991	2,059	1,889	1,946	2,007	2,070	2,141
North Shore Challenge	2,642	2,721	2,807	2,895	2,994	2,748	2,830	2,919	3,011	3,114
Student Book Manager	3,759	3,872	3,994	4,120	4,260	3,911	4,028	4,155	4,286	4,432
Student Government Org.	4,010	4,130	4,260	4,395	4,544	4,171	4,296	4,431	4,571	4,726
ORGANIZATIONS (Music)										
Chamber Orchestra	1,817	1,872	1,930	1,991	2,059	1,889	1,946	2,007	2,070	2,141
Do Mi Sols	1,817	1,872	1,930	1,991	2,059	1,889	1,946	2,007	2,070	2,141
Jazz Band	1,817	1,872	1,930	1,991	2,059	1,889	1,946	✓ 2,007	2,070	2,141
Madrigals	1,817	1,872	1,930	1,991	2,059	1,889	1,946	2,007	2,070	2,141
Majorettes & Flag Squad	1,892	1,949	2,010	2,073	2,144	1,969	2,028	2,092	2,158	2,231
Pep Band	1,136	1,170	1,207	1,245	1,287	1,182	1,217	✓ 1,256	1,295	1,339
PUBLICATIONS										
Business Advisor	3,571	3,678	3,794	3,914	4,047	3,715	3,826	3,947	4,071	4,210
Literary Magazine	1,900	1,957	2,019	2,082	2,153	1,976	2,035	2,099	2,166	2,239
Newspaper	4,106	4,229	4,362	4,500	4,653	4,270	4,398	4,537	4,680	4,839
Yearbook	4,106	4,229	4,362	4,500	4,653	4,270	4,398	4,537	4,680	4,839

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
MIDDLE SCHOOL										
Class Sponsors										
Grade 8	246	253	261	270	279	255	263	271	279	289
Grade 7	125	129	133	137	142	127	131	135	139	144
Clubs - Level 3										
Mathletes	1,432	1,480	1,527	1,575	1,628	1,426	1,541	1,589	1,639	1,695
Clubs - Level 2										
Art	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Audio-Visual	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
British Exchange	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Builders Club	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Computer Club	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Humanities (Rdg.)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
International Club	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Science Fiction/ Fantasy/Literature	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Technology	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Travel/Culture	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Clubs - Level 1										
Chess	590	608	627	647	669	631	650	670	692	715
Cultural Awareness	590	608	627	647	669	631	650	670	692	715
Electronic Music	590	608	627	647	669	631	650	670	692	715
Math Olympiads	590	608	627	647	669	631	650	670	692	715
National History Day	590	608	627	647	669	631	650	670	692	715
Project Adventure	590	608	627	647	669	631	650	670	692	715

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
Organizations (General)										
Student Council	1,756	1,809	1,866	1,924	1,990	1,825	1,880	1,939	2,000	2,068
Student Store	736	758	782	807	834	767	790	815	841	869
Organizations (Music)										
6th Grade Chamber	757	780	804	830	858	788	812	837	864	893
7th/8th Grade Chamber Orchestra	757	780	804	830	858	788	812	837	864	893
Choraleers	757	780	804	830	858	788	812	837	864	893
Jazz Band	1,516	1,561	1,611	1,661	1,718	1,574	1,621	1,672	1,725	1,784
Marching Band	834	859	886	914	945	866	892	920	949	981
Publications										
Newspaper	1,317	1,357	1,399	1,443	1,492	1,369	1,410	1,454	1,500	1,551
Yearbook	1,287	1,326	1,367	1,410	1,458	1,337	1,377	1,420	1,465	1,515
Dramatics										
Middle School Play										
Director-Musical	1,998	2,058	2,123	2,190	2,264	2,079	2,141	2,209	2,278	2,356
Director-Spring	1,998	2,058	2,123	2,190	2,264	2,079	2,141	2,209	2,278	2,356
Musical Director	1,998	2,058	2,123	2,190	2,264	2,079	2,141	2,209	2,278	2,356
Pit Coordinator	932	960	990	1,021	1,056	945	973	1,004	1,036	1,071
Technical Director	1,136	1,170	1,207	1,245	1,287	1,182	1,217	1,256	1,295	1,339

APPENDIX 5

NORTH SHORE CSD

EXTRA-CURRICULAR ACTIVITIES

	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
ELEMENTARY SCHOOLS										
Clubs - Level 2										
Peer Mediator (GH)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
(GWL)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
(SC)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Scrabble Club (SC)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Scrabble Club (GWL)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Newspaper (SC)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Book Store (GH)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Intramurals (GH)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Drama Club (SC)	945	973	1,004	1,036	1,071	984	1,014	1,045	1,078	1,115
Clubs - Level 1										
Environmental Club (GH)	590	608	627	647	669	631	650	670	692	715
Olympiad (GH)	590	608	627	647	669	631	650	670	692	715
(GWL)	590	608	627	647	669	631	650	670	692	715
(SC)	590	608	627	647	669	631	650	670	692	715
GH - Literary Club	590	608	627	647	669	631	650	670	692	715
GWL - Great	590	608	627	647	669	631	650	670	692	715
SC - Great Readers/Writers	590	608	627	647	669	631	650	670	692	715
GH - Great Readers/Writers	590	608	627	647	669	631	650	670	692	715
GH - After School Sports	590	608	627	647	669	631	650	670	692	715
GWL - After School Sports (jogging)	590	608	627	647	669	631	650	670	692	715

APPENDIX 5

NORTH SHORE CSD										
EXTRA-CURRICULAR ACTIVITIES										
	STEP I					STEP II				
	(1-3 YEARS)					(4+ YEARS)				
	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
GWL - Fitness Club	590	608	627	647	669	631	650	670	692	715
GWL - Chess Club	590	608	627	647	669	631	650	670	692	715
GH/SC - Chess Club	590	608	627	647	669	631	650	670	692	715
GH - Art Club	590	608	627	647	669	631	650	670	692	715
GH - Science Club	590	608	627	647	669	631	650	670	692	715
GH - School Newsletter	590	608	627	647	669	631	650	670	692	715
Student Council										
GH - Student Judiciary	590	608	627	647	669	631	650	670	692	715
GWL - Student Council	590	608	627	647	669	631	650	670	692	715
SC - Student Congress	590	608	627	647	669	631	650	670	692	715
Organizations (Music)										
Boys from GH	1,248	1,285	1,326	1,368	1,414	1,299	1,338	1,380	1,424	1,472
Elementary District Band	757	780	804	830	858	788	812	837	864	893
Elementary District	757	780	804	830	858	788	812	837	864	893
GWL Chamber Chorus	757	780	804	830	858	788	812	837	864	893
Sea Cliff Singers	757	780	804	830	858	788	812	837	864	893
Trebelaires GH	1,248	1,285	1,326	1,368	1,414	1,299	1,338	1,380	1,424	1,472

APPENDIX 6

NORTH SHORE CSD**CHAPERONING**

	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
ELEMENTARY SCHOOL					
Elementary Concert	58	60	62	64	66
MIDDLE SCHOOL					
Concert	58	60	62	64	66
Parties and Dances	65	67	69	71	74
After School Movies	39	40	41	43	44
SENIOR HIGH SCHOOL					
Concert	58	60	62	64	66
Concert (3 hours)	111	114	118	122	126
Concert (4.5 hours)	166	171	176	182	188
Dances	111	114	118	122	126
Graduation	81	83	86	89	92
Plays	65	67	69	71	74
Ring Dinner	65	67	69	71	74

APPENDIX 7

NORTH SHORE CSD**ADDITIONAL ASSIGNMENTS**

	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
CO-ORDINATOR OF HEALTH SERVICES	2,793	2,877	2,967	3,061	3,165
CO-ORDINATOR OF STUDENT ACTIVITIES	5,996	6,176	6,370	6,571	6,795
HIGH SCHOOL DEAN OF STUDENTS	6,718	6,920	7,138	7,362	7,613
TEACHER MENTOR	9,258	9,536	9,836	10,146	10,491

APPENDIX 8**NORTH SHORE CSD****ATHLETIC ACTIVITIES SUPERVISION**

The inclusion of compensating rates for the listed athletic supervisory duties establishes no requirement to hire for all of the relevant events. The decision to hire personnel pursuant to the rates in the Athletic Activities Supervision schedule rests solely with the Director of Physical Education & Recreation.

Payment of Athletic Activities Supervision under prior agreements or by prior practice shall not apply under this agreement.

	Effective July 1, 2004 to January 31, 2005	2004-05 (Effective 2/1/05 to 6/30/05)	2005-06 (Effective 7/1/05 to 6/30/06)	2006-07 (Effective 7/1/06 to 6/30/07)	2007-08 (Effective 7/1/07 to 6/30/08)
I SUPERVISION					
Head Supervisor - Football	78	80	83	85	88
Varsity Football	57	59	61	62	65
All other Interscholastic Contests	40	41	42	44	45
*JV Event Immediately Before or After Jr. Varsity Event = 50% of Varsity Fee					
Middle School - All Events	38	39	40	42	43
II SCORE CLOCK OPERATOR					
Varsity and/or JV* Football	62	64	66	68	70
Varsity and/or JV* Basketball	62	64	66	68	70
All other Interscholastic Contests	62	64	66	68	70
III TICKET TAKERS					
Same rate as supervision of that sport. Ticket takers who assume supervision role during the second half of varsity contest will receive an additional 50% of varsity fee.					
IV TRACK MEET OFFICIAL	40	41	42	44	45

